

Organisation and behaviour

Business



Organization and Behavior By Foundation Department Task The relationship between style of relationship and employee motivation has extensively been researched, and findings have indicated that there is an actual relationship between leadership style and motivation. Different styles of leadership, in effect, influence motivation (Northouse, 2012. p. 48). Directive, supportive and participative styles of leadership motivated the employees more and resulted in a resultant higher performance level. A correlation is demonstrable between transformational style of leadership and motivation. A leadership that is often people-oriented results in giving better motivation predictors in the working environ (Northouse, 2012, p. 52).

Task 2

Motivation is among the key determinant of work output of employees. There is a positive association between motivation and work output. When employees are adequately motivated, their output has been shown to increase considerably (Northouse, 2012. p 36). As such, managers ought to be well equipped with knowledge on how to motivate employees. Their primary role is to see goals and objectives of the firm realized and such requires dedicated employees. If employees are not motivated, their performance is not optimal and may not sustain the firm. Managers are; therefore, better off aware about motivation that will keep employees enthusiastic to realize the firm's goals and objectives.

Task 3

Maslow hierarchy of needs tries to establish human motivations. It is the achievement of certain needs that motivates people, and they are in a hierarchical order from the very basic existence needs. It is upon fulfilling one need that a person ventures into fulfilling the next (Bass and Bass, 2009. <https://assignbuster.com/organisation-and-behaviour/>

p. 78). The model consists five stages that can be classified into three broad categories namely basics, needs, and growth needs. Basics include deficiencies, the needs include physiological needs, safety, love and self-esteem and lastly, growth needs accommodates self-actualization (Nel, 2011. p. 17). An individual toils to satisfy basic needs in the lower levels before progressing to growth needs in higher level.

Task 4

According to Maslow, a person stagnates on a specific level of need until that need is either partially or fully satisfied. When a need aggravates or the person is constantly not able to meet the need, the easy option often becomes to regress back to an earlier need to fulfill it more and to avoid the frustration (Bass and Bass, 2009. p. 80). This result in what the ERG theory calls frustration-regression aspect.

Task 5

The theory assumes that there are two general types of employees. There are those that fall under theory x and those under theory y. Theory x has the following assumptions: that people do not enjoy work and will evade it as much as they can and as such, they require constant coercion, control and punishment threats to get them working (Northouse, 2012. p. 39). They also have little or altogether absent ambition, duck responsibility and security is a priority over anything else. Theory y has the assumptions that mental and physical effort are natural and people derive satisfaction from work, they are self-directed and practice both ingenuity and creativity pursuing company's and individual goals. They seek or learn to take responsibilities and their full potential is unleashed in most organizations (Nel, 2011. p. 25).

Task 6

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Herzberg identifies intrinsic and extrinsic factors that motivate people in workplace. These two classes of motivators have an inverse relationship whereby intrinsic factors, when present, create motivation and absence of extrinsic factors reduce motivation (Bass and Bass, 2009. p. 69).

Psychological growth and satisfaction make what the theory calls hygienic factors. These factors are required in ensuring that the employees do not develop dissatisfaction. They do not expressly lead to motivation but their absence causes dissatisfaction. Motivation factors, on the other hand, are required to ensure employees are motivated and they boil from within the employees (Bass and Bass, 2009. p. 69).

Task 7

The motivators in Herzberg theory include:

- a. Achievement
- b. Growth
- c. Interest in the job
- d. Recognition for achievement
- e. Advancement to advanced level responsibilities
- f. Responsibility for task

Task 8

Vroom's expectancy theory deals motivation and management. The theory ascribes that a behavior is because of conscious choices amidst many available alternatives and they driving goal is to minimize pain and maximize pleasure. Vroom also observes that the performance of an employee depends on individual factors such as knowledge, personality, skills and experience (Northouse, 2012. p. 27). Employees are motivated when they believe that there exists a positive effort-performance relationship, there is a <https://assignbuster.com/organisation-and-behaviour/>

desirable reward from favorable performance and the reward will somewhat fulfill an important need. Their desire to fulfill the need should be strong enough to deem the efforts worthwhile.

Bibliography

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